

CROPMATE BERHAD

CODE OF ETHICS AND CONDUCT

Version Control

Issue Date	Summary of Key Changes	Review Date
2023	Initial Document	2023



CODE OF ETHICS AND CONDUCT

INTRODUCTION

In line with good corporate governance practices, the Board of Directors, the management, and employees of Cropmate Berhad (“Cropmate” or “Company”) has made a commitment to create a corporate culture within the Company to operate the businesses in an ethical manner and to uphold the highest standards of professionalism and exemplary corporate conduct. This Code of Ethics and Conduct (“Code”) sets out the principles and standards of business ethics and conduct of Cropmate.

OBJECTIVE

This Code is formulated with the intention of achieving the following aims:

1. To emphasize the Company’s commitment to ethics and compliance with the applicable laws and regulations;
2. To improve self-discipline in order to provide the Company with good and quality service;
3. To enhance skills in the implementation of duties and to be able to adapt to the work environment; and
4. To enhance and maintain the reputation, image, brand and quality of the Company.

APPLICABILITY

This Code applies to the Board of Directors, management and employees of the Company which shall be referred to as “Officers” hereon.

CORE AREAS OF ETHICS & CONDUCT

Conflicts of Interest

The Company expects that the Officers will perform their duties conscientiously, honestly, and in accordance with the best interests of the Group.

Officers must separate their personal roles from their Company positions when communicating on matters not involving the Company’s business. Please refer to Cropmate HR Policies & Procedure for guidance on dealing with conflict.

Confidential Information

Cropmate’s confidential information is sensitive and proprietary in nature and can be used by competitors or others to the Company’s detriment. For that reason, it is important for Officers not to disclose any confidential information to anyone who does not have the need to know such information, whether internally or externally, unless authorized to do so. Officers must also take reasonable care to protect confidential information from theft or unauthorized access.



CODE OF ETHICS AND CONDUCT

Integrity and Professionalism

All Officers should conduct themselves with the highest degree of integrity and professionalism in the workplace or any other location while on Company's business.

Inside Information and Securities Trading

No Officers shall use price sensitive non-public information, which can affect the prices of the securities of the Company and/or related listed companies when it becomes publicly known ("Inside Information"), for personal benefit. Officers are prohibited to trade in securities or to provide information to others to trade in securities of the Company until the Inside Information is publicly released. Officers also shall not trade in securities in any other companies where they have Inside Information which they obtain in the performance of their duties.

Business Records and Control

The Company's records must be prepared accurately and honestly, both by accountants who prepare financial statements and by officers who contribute to the creation of business records. Officers shall maintain accurate business records for operational, legal, financial, historical and other purposes and takes appropriate steps to ensure that the content, context and structure of the records are reliable and authentic.

Reliable internal controls are critical for proper, complete and accurate accounting and financial reporting. Officers must understand the internal controls relevant to their positions and comply with the policies and procedures related to those controls to ensuring that effective and reliable business processes are in place.

Protection of Assets and Funds

The Company has provided Officers with access to assets, facilities, resources and records belonging to the Company to assist the Officers in effectively performing their duties. In return, Cropmate trusts that all Officers will take all necessary steps to prevent theft, loss, damage or misuse of the assets, facilities and resources provided by the Company. Officers should not use them for personal benefit, or allow them to be sold, loaned, given away or disposed of without proper authorization. Taking property from the Company without permission may be regarded as theft and disciplinary action may be taken against such Officer.

Compliance to the Law

Cropmate will comply with all applicable laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which Cropmate operates. Officers are expected to understand and comply with the laws, rules and regulations that are applicable to their positions and/or work.



CODE OF ETHICS AND CONDUCT

Personal Gifting

Officers must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which the Company has, or is likely to have, business dealings.

Similarly, the Officers must not accept any other preferential treatment under these circumstances because of their positions with the Company might be inclined to, or be perceived to, place them under obligation to return the preferential treatment. Please refer to Cropmate Anti-Bribery and Anti-Corruption Policy for occasional acceptance circumstances.

Sexual Harassment

Sexual harassment by any Officers is unacceptable. It is Cropmate's policy to provide all employees with a working environment free from any form of sexual harassment. Any questions concerning issues of such should be directed to the employees' superior. All such reports and/or complaints shall be treated with strictest confidence.

Health and Safety

Cropmate is committed to protecting the health and safety of employees, contractors, counterparties and all other individuals with whom we interact. Officers are responsible for conducting duties safely and in compliance with applicable law. Cropmate encourages Officers to report any health, safety or environment related hazards, potential hazards, incidents or concerns.

Fair dealing

All officers, customers, suppliers and any others who are related and have dealings with the Company shall be treated fairly and equally. Any ground of discrimination is strictly prohibited.

Encourage the reporting of unlawful of unethical behaviour

Cropmate maintaining a culture of openness and encouraging its Officers to disclose and report any suspected misconduct via internal/ whistleblowing channel. Cropmate is committed to creating a safe environment in which Officers are not afraid to bring up and disclose conflicts of interest, fair dealing, insider trading and reporting structure of non-compliance.

REVIEW OF THE CODE

The Board of Directors will monitor compliance with the Code and review the Code regularly to ensure that it continues to remain relevant and appropriate.